



NORTH WEST LOCAL SUPERVISING AUTHORITY

EAST CHESHIRE NHS TRUST



STATUTORY SUPERVISION OF MIDWIVES

ANNUAL REPORT FOR 2010/2011

June 2011

REPORT PREPARED BY

Beverly Walsh
Supervisor of Midwives
Beverley.walsh@nhs.net
01626 661155

1. Introduction

Supervisor of Midwives will promote and facilitate effective supervision of midwives at East Cheshire Trust to support confident and clinically competent midwives in providing a safe service for mothers and babies. Supervisors will encourage a women centred service with normality in childbirth as are philosophy.

Strategy of supervision of midwives at East Cheshire (see appendix 2)

2. Supervisors of Midwives

Number of Supervisors of Midwives

Supervisor of Midwives	Main area of Practice	Number of Midwives Supervised
1. Grace Hopps NWLSA Link SOM	Head of Midwifery & Women's services	15
2. Lynda Moorcroft	Deputy Head of midwifery & Women's services	13 +2 students
3. Amanda Lucas	Modern Matron – labour ward Lead	12 + 2 students
4. Lorraine Perry	ANC/EPAU Manager	16
5. Heather Millward	Ante/Postnatal Ward Manager	15
6. Elaine Alston	Practice Development Midwife/Labour Ward Coordinator	14
7. Beverly Walsh Contact supervisors	Labour Ward Coordinator	15
8. Michelle Moran	Acting risk manager and lead for Breast feeding	13

Number of Midwives supervised

Number of Midwives Supervised	116
Employed	87
Bank Midwives	22
Independent Midwives	1
RTP/Student Midwives	4

Supervisor to Midwife ratio

The Supervisor of Midwives (SoM) Ratio in the Unit is 1: 14 with the current 8 SoM in post. Caseloads are reorganised as midwives commence and leave the service. Midwives are allocated a supervisor initially but are made aware they have the option to change their supervisor at any point if they wish. All student midwives are allocated a supervisor at the commencement of their training. They are also made aware that they can change their supervisor at any point. The supervisors undertook a 'choice exercise' in January 2011 which provided the midwives with an opportunity to be proactive in their choice of Supervisor of Midwives. In light of supervisor K Vernon taking a sabbatical this will once again lead to a review in August 2011 when the sabbatical is reviewed.

Recruitment / Preparation of SOM / Nomination/Selection and Training

We have one SoM who has finished her preceptorship this year and has commenced her role as a SoM. Succession planning has continued and we currently have a PsoM place booked for 2012. Grace Hopps on retirement from HoM in June will remain as a supervisor in Macclesfield for the

period 2011-2012. However further succession planning may need to be discussed in light of Karen Vernon's sabbatical.

No Supervisors have resigned in the last twelve months and we have one Supervisor Karen Vernon who is taking a sabbatical, this is for review in August 2011. No Supervisors have been deselected in the past twelve months.

Time Allocated for each Supervisor to Undertake Supervisory Duties

The only fully clinically based Supervisor is also the contact supervisor of midwives and she is allocated one day every month for duties related to statutory supervision.

Supervisors who are not clinically based ensure supervision is part of their daily duties.

3. Access to Supervisors of Midwives

Midwives contacting a Supervisor of Midwives

Midwives can contact their named Supervisor or any of the supervisory team at any time. Details are given at the annual 1-1 review. During out of office hours a Supervisor may be contacted via a 24 hour on-call rota. The rota is available in all clinical areas. Due to a number of SoM having a partially clinical role there is ease of access to all SoM. The availability of a supervisor has never been an issue at Macclesfield.

Supervisors participate in a 24 hour on-call rota and work innovatively in order to provide support for midwives in their practice and women throughout the childbirth continuum.

Women contacting a Supervisor of Midwives

Information for women and families about Statutory Supervision of Midwives is included in numerous East Cheshire Trust patient information leaflets, within the hand held notes and on the trust website. There are future plans for the information leaflets to be available to all women on a CD.

- Midwifery Supervision. Who and what is a Supervisor of Midwives? This leaflet is discussed and given at every women's booking appointment
- Place of Birth leaflet
- Midwives First Point of Contact leaflet
- Having a baby. Congratulations! Leaflet. Supplied to chemists, stores, GP surgeries and Health Clinics
- Parent Education Classes information
- Hand held maternity records
- Bounty Booklet

Standard minimum statement on information leaflets:-

Supervisors of midwives offer professional leadership to support and guide midwives in providing a safe and quality service to protect mothers and babies. Women and their families choosing the East Cheshire NHS Trust Maternity service may contact a supervisor of midwives at any time for advice and support or to discuss concerns regarding the service.

Please phone 01625 661140

You can ask for further options from your midwife

The above ensures that women have access to supervisors of midwives to support planning in pregnancy. It is generally accepted that women contact a supervisor if there are some difficulties in the pregnancy or if the woman would wish for a plan of care which is outside of Trust guidelines. The supervisor will aim to work with the woman and family to agree a safe documented management plan.

In order to improve access to SoM's for women a major element of the work plan in 2011-2012 has been the introduction of a weekly SoM's clinic. All supervisors participate in the role which is based in ANC, with each appointment allocated an hour slot. The aim of the appointment is to formulate a dedicated care plan especially focused on VBAC or any requests outside the trust guidelines, post natal debrief or other issues which need further exploring. We have three

allocated hourly slots every Friday morning. Referrals are made from midwives, consultants or women themselves.

In support of the normal birth agenda and the aim to reduce the caesarean section rate, women requesting an elective caesarean section are referred to the SoM clinic for labour planning. Any women wanting to review her labour notes with a supervisor is able to do so within the clinic.

A picture notice board of SoM is in Antenatal Clinic has increased the awareness of supervision and promotes appropriate contact.

The recent audit performed by the LSA demonstrating the ability to be able to contact a supervisor was seen to be successful with a 100% rate.

Supervisors have a link page from the trust website which gives women and their families' additional support and information that they might require. There is also a link to the North West LSA.

If for any reason the on call SOM is not immediately available coordinators on the labour ward are aware that they may contact any other SOM should the situation arise.

4. Supervision Activities

In House

The supervisory function and effective supervision of midwives at East Cheshire include:

The development of a formal work plan linked to the LSA standards and trust objectives was introduced to challenge supervisors to improve and also monitor progress. This has been seen to be very positive and formed the basis of a nomination for "Excellence in Supervision" by the British Journal of Midwifery

- To identify, evaluate and agree the means to support and develop safe midwifery practice
- Input Intention to Practice onto LSA Database. Supervisors will meet with midwives on a 1-1 basis at least annually to evaluate, identify and agree the means to support and develop safe midwifery practice.
- We have 4 supervisors which have completed additional modules relating to safeguarding children
- The Named Midwife for safeguarding children is a SoM
- Individual support in clinical practice to Promote safety and excellence
- Incident reviews/debriefing/reflection on practice. Supervisors will undertake clinical practice investigations of incidents where sub-optimal practice is suspected. This will include the development of appropriate programmes of learning as agreed with the LSA Midwifery Officer.
- Monthly Supervisors of Midwives meetings are held where issues are discussed and shared. Minutes are taken and disseminated to all Supervisors. Ad hoc/extraordinary meetings are held as required.
- Supervisors contribute to the Women and Children's Business Unit Newsletter to support effective communication with midwives and the multidisciplinary team.
- All Supervisors are consulted on draft guidelines for clinical practice. Many of the guidelines at East Cheshire are written by Supervisors of Midwives.
- Supervisors ensure evidence based guidelines for midwifery practice at East Cheshire Trust which supports the Clinical Governance framework.
- Supervisors are key members of the Clinical Negligence Scheme for Trusts (CNST) project team at East Cheshire Trust. This is recognised as a key work stream for SoM's due to the focus on improving standards of practice and safety for mothers and babies. The project team are focussed on a reassessment date of September 2011. This project has significantly increased the work of the supervisory team.
- Supervisors are closely involved in the ongoing development of the maternity care assistants (MCA) and monitoring of their practice

- Supervisors continue to participate in the audit process to assess and improve the care provided for mothers and babies. Supervisors participate in the clinical audit cycle in relation to monitoring and integrity of the service and specifically in relation to the meticulous audit of record keeping. This is a continuous multidisciplinary audit of record keeping led by supervisors of midwives. The Performa has been improved to meet the requirements of CNST (appendix 6)
- Participate and facilitate on the annual mandatory maternity multidisciplinary training days
- Supervisors are involved with planning, delivering and reviewing training, education and improvements in practice. This is further enhanced as a SoM is the practice development lead. Supervisors contribute to the development of pre and post registration education training programmes to ensure midwives are up to date in response to development and changes in practice.
- An on-call activity form has also been designed to monitor trends in contacts to the on-call SoM.

Supervisors are also key members on committees' that influence the care provided to mothers and babies:

- Maternity Services Clinical Governance group
- Maternity Services Liaison Committee
- Labour Ward Forum
- Midwifery Group Practice Leaders meeting
- Breast Feeding Strategy /PCT Breast Feeding Project Board
- Chester University Midwifery Programme – curriculum planning & NMC course validation
From the above meeting minutes are taken with any relevant issues shared and discussed at the Supervisors monthly meetings.
- Supervisors continue to participate in the audit process to assess and improve the care provided for mothers and babies. Supervisors participate in the clinical audit cycle in relation to monitoring the integrity of the service and specifically in relation to the meticulous audit of record keeping
This includes:
- A further key work stream has seen the support by SoM of "Return to Practice" (RTP) midwives at East Cheshire Trust, although this has provided challenges within itself.
- Participation and facilitation on the annual maternity mandatory multidisciplinary training days. A recent supervisory innovation has been to include a session on the issue of social networking and the implication for NMC registration.

The LSA annual report is made available to all staff on the maternity unit including the director of nursing and the chief executive.

There is time and payment for one LSA study day or critical analysis presentation per year for each SoM.

Supervisors attend LSA meetings on a rota. Supervisors aim to attend, as a minimum, one of the Northwest LSA meetings per year in order to ensure representation from East Cheshire and to ensure direct contact with the LSA Midwifery Officer. SoM's strive to attend more than there allocated meeting within a twelve month period.

Any challenges which occur are discussed at the monthly meetings and become part of the annual work plan. Each year SoM attend an away day where a new work plan is formulated for the coming year.

Work plan (see appendix 3)

Within the LSA

Within the LSA informal networking takes place and good practice is shared at:-

- LSA Study days
- LSA Critical Analysis presentation day
- Two supervisors this year have shared their experiences whilst presenting at an LSA study day
- Wroughtington Supervisors meetings

- Contact Supervisor receives information from other Supervisors within the LSA. Information is shared amongst all Supervisors.
- Requests from other Trusts for support in clinical guidance development.
- Link Supervisor – Grace Hopps

Supervisors attending the above share information at the monthly meetings.

The LSA Midwifery Officer has been closely involved and supportive during supervisory investigations and the subsequent periods of supervised practice undertaken in this year.

5. Involvement of Service Users

All service users are provided with information about Supervision and how to contact a Supervisor of Midwives as outlined in Access to a Supervisor of Midwives.

Service users are encouraged to contribute to the work of maternity services and sit on the MSLC, Breast Feeding Strategy Group. At present we have a vacancy for a service user to participate in Labour Ward Forum. Within these forums action plans and minutes are formulated to give a structured format.

A number of service users are included in the consultation of new or revised guidelines for practice. The user representative from the MSLC usually attends the annual LSA audit visit. There is information in the Maternity Care Plan to encourage users to volunteer to be part of these groups.

Unfortunately, East Cheshire Maternity Services sometimes receives complaints. In an effort to learn from complaints, women are invited to be included in the consultation of revised guidelines for practice which is specific to the complaint and /or be invited to join the MSLC to support the continued development of the service and clinical practice.

6. Engagement of Supervisors with Higher Education Institutions

A Supervisor participates and reports back at Supervisors meetings from the following:

- Chester University Midwifery programme – curriculum planning & at the examination board for examination ratification
- Chester University – NMC review of Mentorship.
- Chester University - Return to Practice Course. The Supervisor links with the Midwifery Tutor from Chester University to provide supervisory support for the Return to Practice Midwife in the clinical area.

The learning environment at East Cheshire Trust is conducive to the training needs of student midwives. The link tutor from Chester University makes contact or visits on a weekly basis and works proactively with SoM to optimise the learning environment.

We have had no complaints from tutors or students regarding the placements at East Cheshire. We have had no newly qualified midwives trained out of our area which have gained employment this year within East Cheshire

7. Details of any new Policies related to Statutory Supervision

East Cheshire NHS Trust currently has a Strategy for Supervision (appendix 2)

Terms of Reference for Supervisors of Midwives meetings (appendix 4)

The philosophy of care (appendix 5)

8. Developing trends affecting Midwifery Practice

- The introduction of the 'Maternity Dash Board', as recommended by the RCOG/CNST standards has enabled the supervisors to identify practice issues requiring timely and appropriate action.
- The expected demographic population data projects a minor increase or static trend for the next 5 years.
- Staffing homebirths has been an ongoing trend through out the year. Last year we achieved 2.6% and this year it was 1.7 %. 63 women had chose to have a home birth, 22 were unable to achieve homebirth due to clinical reasons and 7 were not achieved due to

staffing issues. Due to the current climate homebirths are not actively promoted but are facilitated on request.

- East Cheshire Trust achieved a caesarean section rate of 24% at the end of last year. The current rate stands at 23%. It is recognised that fundamental changes in practice can take longer than anticipated to achieve results and work is ongoing by SoM together with the multidisciplinary team to aim to reduce this rate.
- Due to the small numbers of minority group's i.e. ethnic, pregnant teenagers, non-english speaking & drug/alcohol misuse it has remained difficult to improving access to maternity services but work is ongoing within the unit and on a trust level.
- The temporary closure of maternity services has been a recognised issue regionally. East Cheshire maternity unit has not closed in the last 12 months.
- East Cheshire Trust has not had any problem recruiting midwives.
- The number of untoward incidents for this year is 419

9. Supervisory Investigations

Following four separate investigations following serious clinical incidents, periods of supervised practice were put into place for 3 midwives. However shortly after commencing supervised practice, one midwife was dismissed from the trust and the supervised practice was not complete. The key issues were:

- CTG interpretation
- Documentation
- Ensuring that medical staff was called appropriately and in a timely manner.
- Documentation and record keeping.
- Professional accountability was highlighted in all three incidents.

All objectives were achieved during the periods of supervised practice with the exception of one case which is ongoing. The Link Tutor from Chester University was involved to support the midwives with the academic objectives/reflections part of their supervised practice programme. The outcome of the completed supervised practice was seen to have been a positive experience. Following 3 Supervisory investigations into clinical practice, the supervisors had to work hard to improve the morale of the staff as well as ensuring that statutory supervision was recognised as the guardian of safe midwifery practice.

One supervisory investigation lead to a management review suspension and referral to the NMC. There have been no complaints about supervision or any individual Supervisor of Midwives. There were no investigations linked to the trust HR process.

10. Challenges faced by Supervisors of Midwives

- The main challenge for Supervisors at East Cheshire Trust is again the time constraints brought about by the demands of the role and function of a SoM. It still remains difficult for both clinical and office based Supervisors to have protected time to carry out supervisory duties.
- Supporting midwives through change is ongoing especially in times of economic uncertainty.
- Maintaining staff morale in light of several SoM investigations and working towards highlighting the positive and supportive role of midwifery supervision at East Cheshire.
- Ongoing supportive work to achieve UNICEF Baby Friendly stage 3 assessment.
- Ongoing work to maintain/ improve CNST accreditation.

11. Future of Supervision Locally

- Continue the commitment to raise the profile of midwifery supervision within the public arena.
- Continue to seek users to guide future service development with a push to attain user representation a labour ward forum.
- Continue to support the normality in childbirth agenda with an aim to reduce the caesarean section rate.

- Continue to support a choice in childbirth and care closer to home philosophy
- Continue our active involvement in clinical incident investigations to learn lessons and ensure a safe service for women and their families.
- To work towards UNICEF Baby Friendly stage 3 accreditation.
- To work towards achievement at Level 3 - Clinical Negligence Scheme for Trusts (CNST) next year
- Support and promote East Cheshire NHS Trust Objectives
- Explore innovative ways to support and increase homebirths
- Support the integration of post natal clinics and more targeted working with the children's centre.
- To develop a new work plan for the coming year

12. Conclusion

Supervisors have continued to support midwives to ensure the development and maintenance of confident and competent practitioners offering excellence in maternity care. This has seen Supervisors taking a prominent role in study days, training in the clinical area, and the facilitation of skills dimensions in the support of reflective practitioners.

Supervisors have continued to maintain a high standard of maternity care by their involvement in the development and implementation of guidelines for practice. This has included involvement in the audit process to evaluate service provision.

The supervisors will continue to play an active role in the support to service users, the general public, midwives, students and medical staff. Supervisors value the unique role they have in shaping a future service provision to ensure quality is maintained.

The SoM's have just attained the British Journal of Midwifery Award for 2011, "for excellence in supervision" which once again will increase the profile of supervision and recognise the positive work that supervision achieves.